

2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS TENTATIVE AGREEMENT

CITY PROPOSAL – Hours of Work and Overtime

In a Settlement Agreement reached with MEF and CEO related to Unfair Practice Charge No. SF-CE-837-M on August 5, 2014, the City and MEF and CEO agreed to the following language change. This proposal amends the language in the contract per the Settlement Agreement.

City Proposed Language:

ARTICLE 7 HOURS OF WORK AND OVERTIME

7.11 Overtime and Compensatory Time

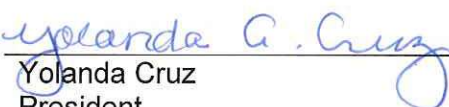
7.11.1 Hours assigned and worked in excess of forty (40) hours per week shall be compensated by overtime pay or compensatory time at 1.5 times the hourly rate for the number of overtime hours worked. With the exception of Holiday Leave, Paid time off shall not be considered time worked for the purpose of calculating eligibility for overtime.

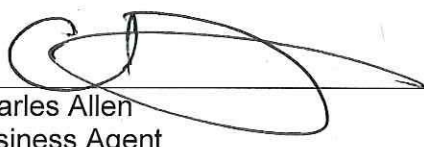
**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 4/24/15
Date
Jennifer Schembri
Interim Director of
Employee Relations

FOR THE UNION:

 4/24/15
Date
Yolanda Cruz
President
MEF, AFSCME Local 101

 4-24-15
Date
Charles Allen
Business Agent
AFSCME, Local 101